



## Letter from the Chairman

For more than 20 years, Xinjiang Goldwind Science & Technology, Co. Ltd. ("Goldwind" and "Company") prides itself on a long history of bringing ethical, positive, and sustainable change to combat the effects of the global climate crisis by contributing to the transformation and expansion of clean, renewable power in communities regardless of geography. As a leader in the wind power industry, Goldwind operates over 40,000 turbines across 6 continents, reducing carbon dioxide emissions by 122.83 million tons per year -- the equivalent to replanting 67.12 million cubic meters of forest.

Goldwind is an independent multinational business organization with more than 8,900 employees worldwide. As a company, we approach our projects, products, service, the environment, local communities, and most importantly, the people working for and with the company with the utmost integrity.

It is Goldwind's core belief that people are the cornerstone of our business. Goldwind is committed to the safe, ethical, and responsible manufacturing of its products and strictly abides by the laws and regulations of the countries and regions where it operates -- in China and internationally. Furthermore, we pursue equal employment opportunities, focus on diversity and inclusion, respect the religious and political beliefs of every employee, and fairly treat employees of different races, colors, nationalities, genders, beliefs, and cultural backgrounds. Goldwind strictly prohibits any form of child or forced labor. The Company has an established recruitment management system to standardize the recruitment process, ensuring that staff employment is conducted in compliance with applicable laws.

In addition, compliance and sustainability of our supply chain is of utmost importance to Goldwind. As part of the Company's supply chain management, Goldwind requires its suppliers to comply with applicable laws and policies. Our Code of Conduct for suppliers, requires compliance with regulations regarding environmental protection, labor rights, health and safety, and business ethics. Goldwind's Administrative Measures for Qualified Suppliers of Wind Turbine Components incorporates compliance with environmental regulations, safe production, and occupational health management into supplier evaluation standards.

As a pioneer in China's wind power industry, Goldwind has experienced tremendous transformation -- from a few hundred turbines in remote China to becoming one of the top global wind energy companies with more than 40,000 turbines and 68 gigawatts installed worldwide. Goldwind will continue to uphold its corporate mission of Innovating for a Brighter Tomorrow; and adhere to its guiding principles of putting quality, health, safety and environment first to ethically and sustainably tackle the challenge of global climate change.



We invite you to learn more about Goldwind's corporate governance through our Commitment to Human Rights policy and annual Corporate Sustainability Report, both of which may be obtained online at [goldwindglobal.com/about/CSR](http://goldwindglobal.com/about/CSR). A copy of our Commitment to Human Rights policy is also attached to this letter.

**Wu Gang**

A handwritten signature in blue ink, appearing to be the Chinese characters "吴刚" (Wu Gang).

Chairman, Xinjiang Goldwind Science & Technology, Co. Ltd.

## **Commitment to Human Rights**

Xinjiang Goldwind Science & Technology Co., Ltd. and its affiliates (collectively “Goldwind”) hold a deep respect for the foundation of human rights and the ethical manufacturing and supply of clean energy products and solutions. The protection of the innate human rights of Goldwind employees, and the employees of its suppliers, is deeply ingrained in our corporate culture through our environmental social governance criteria, ethics code, global corporate policies and training programs.

Goldwind is committed to respecting and supporting internationally recognized human rights standards and principles, including, inter alia, the Ten Principles of the UN Global Compact. For more than 20 years, Goldwind has respected fundamental human rights and fair labor practices, setting higher standards internally and among its global supply chain.

### ***Prohibiting Child Labor and Forced Labor***

- Goldwind strictly prohibits the use of any form of child labor, forced labor, bonded labor or the trafficking of persons throughout company operations and within our global supply chain.
- Goldwind adheres to its Code of Ethics and Business Conduct and Regulation on the Prohibition of Child Labor reaffirming the Company’s commitment to respecting human rights.
- Impartial and equitable hiring and employment relationships are demanded by Goldwind’s comprehensive regulations and policies. Goldwind does not tolerate forced labor and bonded workers of any kind.

### ***Commitment to Employee Health & Safety***

- The health and safety of employees is crucial to the livelihood of their families and the sustainable development of the Company. Goldwind abides by applicable health and safety laws, standards, and guidance, while striving to continuously improve working conditions to protect their health and safety.
- Goldwind’s global business is certified to ISO 45001, the international ISO standard for occupational health and safety management systems. Goldwind regularly provides occupational health and safety training to all employees and site visitors.
- Goldwind encourages its employees to balance their professional and personal lives through Goldwind-sponsored programs and benefits.

### ***Advancing the Value of Equality and Diversity***

- Underlined by Goldwind corporate cultures, RESPECT and TRUST is among the five core cultural values of Goldwind, which underpins Goldwind’s commitment to embracing diversity.

- Goldwind released its Diversified Employment Policy applicable to all business units of the Company. Goldwind prohibits discrimination based on race, color, religion, creed, gender, national origin, sexual orientation, disability, age, marital, and other any other legally protected status where Goldwind operates.

### ***Respecting Employee Privacy***

- Respecting the privacy of each individual employee, Goldwind's employee information and privacy protection policies inform employees on how their personal data is managed and protected within the Company. Where applicable law to our international affiliates conflict with the global policy, Goldwind applies the higher standard.

### ***Leading the Sustainable Supply Chain***

- Goldwind emphasizes the importance of human rights protection in its global supply chain. As part of its supply chain management process, Goldwind requires its suppliers to comply with applicable laws and Goldwind's Supplier Social Responsibility Code of Conduct through Goldwind's Qualified Supplier Management Regulation, which are regularly reviewed and updated.
- Goldwind's Administrative Measures for Qualified Suppliers of Wind Turbine Components require that our suppliers comply with environmental regulations, safe production, and occupational health management to supplier evaluation standards.
- Goldwind evaluates its suppliers on a quarterly basis against the above referenced standards, investigates any suspected nonconformities and takes action based on the investigation findings up to and including placing a non-complying supplier on disqualified supplier status.

Following a people-first principle, Goldwind strives to protect the human rights and safety of its employees. Goldwind continuously reviews and improves its employee management and talent training programs to provide employees with career promotion and development opportunities, and foster a safe, healthy, and caring work environment. Through these measures, Goldwind facilitates the sustainable development of both employees and the Company.

This Commitment was approved by

**Wu Gang**  
Chairman

Xinjiang Goldwind Science & Technology, Co. Ltd.



**Wu Kai**  
General Manager

Goldwind International Holdings (HK) Limited



Dated: February 8, 2021